



VALLEY TENNIS CLUB



ANTI-HARASSMENT POLICY

Valley Tennis Club is committed to providing an enjoyable tennis and social environment which is free of harassment, discrimination or abuse of any kind based on race, colour, ethnic origin, place of origin, citizenship, creed, sexual orientation, gender identity, family status, disability and any other status protected by applicable legislation. At Valley Tennis Club we aim to provide an inclusive environment where all individuals are treated with respect and dignity.

It is the responsibility of members, volunteers, tennis pros and employees to be familiar with this policy as well as the Club General Rules, found on the Valley Tennis Club website. Members are expected to conduct themselves in accordance with such regulations and the behaviour associated with accepted tennis decorum generally.

Application of the Anti-Harassment Policy

The Policy applies to all tennis and social activities, as well as attendance generally, on Club premises as well as tennis matches and other club sanctioned events that occur outside of Club premises.

What is Harassment?

Taken in part: The Human Rights Commission <https://www.chrc-ccdp.gc.ca/eng/content/what-harassment-1>

Harassment is a form of discrimination. It involves any unwanted physical or verbal behaviour that offends or humiliates. Harassment refers to comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words, visuals or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning and unwelcome.

Harassment may be behaviour that persists over time, or one-time incidents. Harassment may relate to a form of discrimination as set out in the Ontario *Human Rights Code*, but it does not have to do so.

Examples of harassment and sexual harassment include, but are not limited to, the following:

- Remarks, offensive jokes, vulgar humour or innuendos related to a person's race, creed, gender identity, sex, gender-expression, sexual orientation, disability, age, physical characteristics or any other ground;
- Practical jokes or remarks which cause awkwardness or embarrassment, which a person feels undermines his or her self-respect, and may endanger a person's safety, or negatively affect performance;
- Threats or intimidation because of race, religion, sex, age, disability or any other ground;
- Gender-related verbal abuse, threats or taunting;
- Singling out a person for humiliating or demeaning "teasing" or jokes;
- Comments ridiculing a person because of characteristics such as a person's dress; speech or other practices that may be related to their sex, race, gender identity or creed;
- Making unwelcome physical contact, such as touching, patting, or pinching;
- Posting or circulating offensive pictures, graffiti or materials, whether in print form or via e-mail or other electronic means;
- Written or verbal abuse, threats, or outbursts;
- Leering or other suggestive or obscene gestures;
- Any form of hazing;
- Retaliation or threats of retaliation against an individual who reports harassment; and
- Bullying.

Roles and Responsibilities

Members, guests, volunteers as well as club pros and employees of the Club are expected to uphold and abide by this Policy by refraining from any form of harassment, discrimination or abuse, and by cooperating, to the extent possible, in any investigation of a harassment or discrimination complaint.

The Club Executive have the responsibility to act immediately on reported allegations of harassment or discrimination. The Executive are responsible for creating and maintaining a club free of harassment and discrimination, and should address potential as they are reported.

Complaints Process

Anyone who experiences possible harassment, discrimination or other abusive behaviour is encouraged to report the matter immediately via email to the Club President at president@valleytennisclub.com. All reported incidents will be taken seriously and, where appropriate, may result in an investigation.

The Executive will take reasonable steps to assess all complaints and will conduct an investigation as quickly and discreetly as possible. Information provided as part of a complaint will be kept confidential to the fullest extent possible.

A member's formal complaint sent to the Executive does not preclude that member from speaking with a lawyer or the local authorities.

Disciplinary Action

Anyone found to have engaged in prohibited harassment, discrimination or other abusive behaviour, and/or to have retaliated against an individual for complaining of conduct or participating in an investigation, will be subject to disciplinary action. A Club employee or pro may have his/her employment terminated. A club member may have their membership revoked, and/or may be barred from future membership. Each case will be investigated and handled individually.
